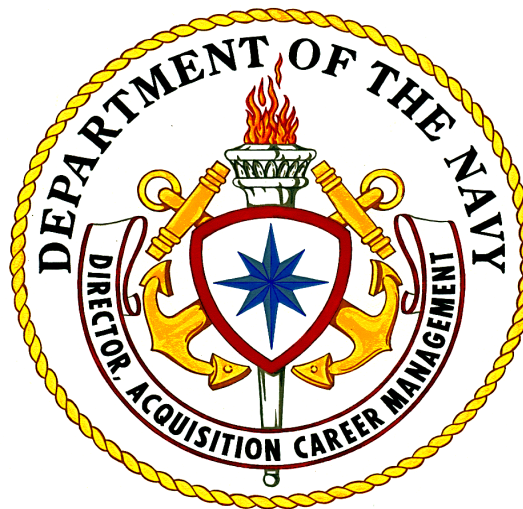

DEPARTMENT OF THE NAVY ACQUISITION WORKFORCE



**Director, Acquisition Career Management
Assistant Secretary of the Navy (Research
Development and Acquisition)**

**ANNE RYAN
Tel: (703) 602-9943/2863 (DSN-332)
Fax: (703) 602-8725**

DAWIA OVERVIEW



DAWIA - WHAT IS IT?

PL 101-510 Title XII USC - 5 Nov 1990

PROFESSIONALISM OF THE ACQUISITION WORKFORCE THROUGH:

- ▲ EDUCATION**
- ▲ TRAINING**
- ▲ EXPERIENCE**
- ▲ CAREER MANAGEMENT**

WHY DAWIA



Perception Defense Acquisition Community Lacked Professionalism of Private Industry Counterparts

- Better educated and trained**
- More specialized experience**
- Better continuity**

DEFINITIONS

ACQUISITION:

The planning, design, development, testing, contracting, production, introduction, acquisition logistics support and disposal of systems, equipment, facilities, supplies, or services that are intended for use in, or support of, military missions

DODI 5000.58

THE CONCEPT

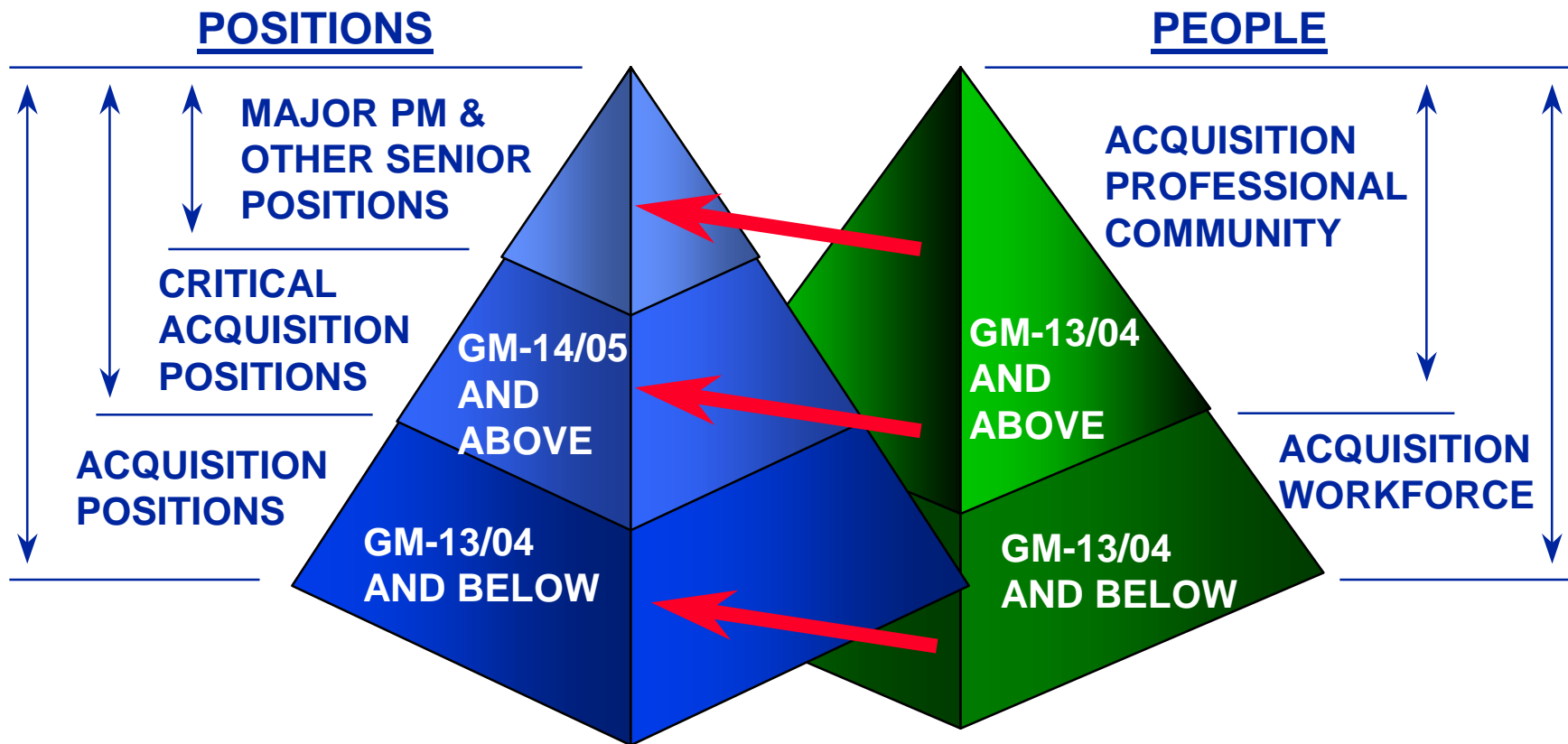
JOBS

ACQUISITION POSITIONS

PEOPLE

ACQUISITION WORKFORCE

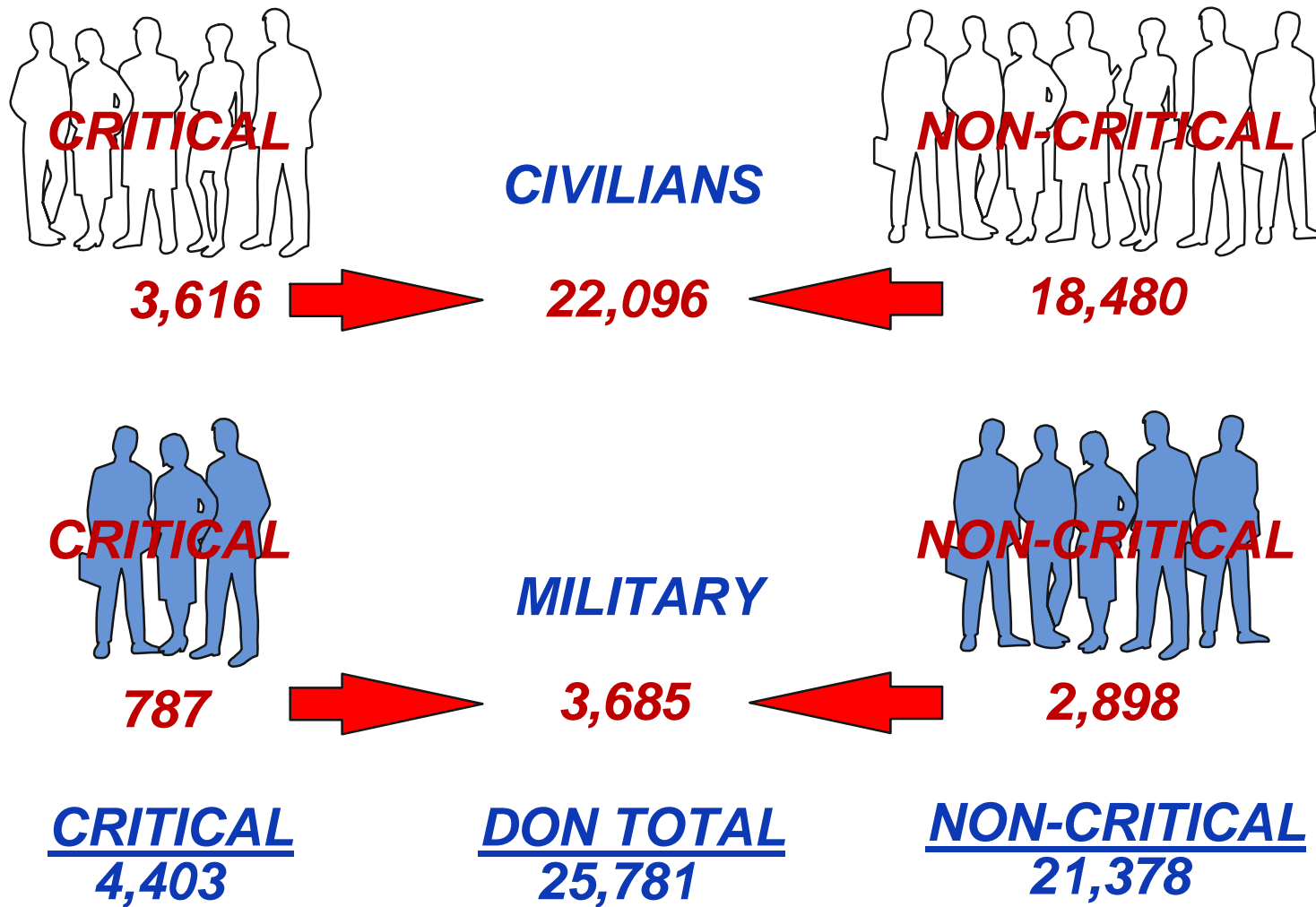
ACQUISITION WORKFORCE MANAGEMENT CONCEPT



THIS STRUCTURE ESTABLISHED IN LEGISLATION

DON ACQUISITION WORKFORCE

31 DECEMBER 1999



DON Civilian Acquisition Positions By Community and Career Field

31-Dec-99

CIVILIANS													MILITARY			GRAND	
POSITION CAT.	ASN	SSP	CNR	CNO	AIR	SEA	SUP	FAC	MSC	SPA	USMC	MISC	TOTAL	NAVY	MC	TOTAL	TOTAL
PM	0	5	1	11	889	669	6	0	1	251	79	41	1953	614	132	746	2699
CONTRACT	19	24	100	334	566	678	644	1065	86	210	175	252	4153	1175	74	1249	5402
IPM	0	2	1	1	3	33	0	2	0	4	2	15	63	0	0	0	63
P&P ASST	0	1	6	20	25	59	195	84	6	19	68	266	749	2	20	22	771
M&P	1	18	0	2	97	364	131	4	4	14	2	14	651	475	4	479	1130
QA	0	4	0	31	71	243	26	3	0	12	1	40	431	18	0	18	449
BFM	3	21	0	33	942	346	84	1	0	137	56	42	1665	96	7	103	1768
LOG	0	18	0	211	1143	536	1020	12	1	75	117	33	3166	262	19	281	3447
COMM/COMSYS	1	0	1	27	202	29	10	1	0	19	12	116	418	42	7	49	467
SPRDE	1	176	0	118	4657	1285	13	83	0	842	100	26	7301	288	36	324	7625
T&E	0	38	0	6	1174	209	7	0	0	8	13	0	1455	174	44	218	1673
PM OVERSIGHT	17	0	0	1	1	1	0	0	0	0	0	6	26	29	0	29	55
E&T	4	0	0	17	2	0	1	0	0	0	3	1	28	18	49	67	95
MISCODED	1	0	0	1	7	7	1	1	0	0	0	19	37	2	0	2	39
TOTAL	47	307	109	813	9779	4459	2138	1256	98	1591	628	871	22096	3195	392	3587	25683
CRITICAL POSITIONS*	43	131	24	39	1475	1009	112	89	19	505	90	80	3616	689	98	787	4403

ACQUISITION POSITION CATEGORIES/CAREER FIELDS

CODE

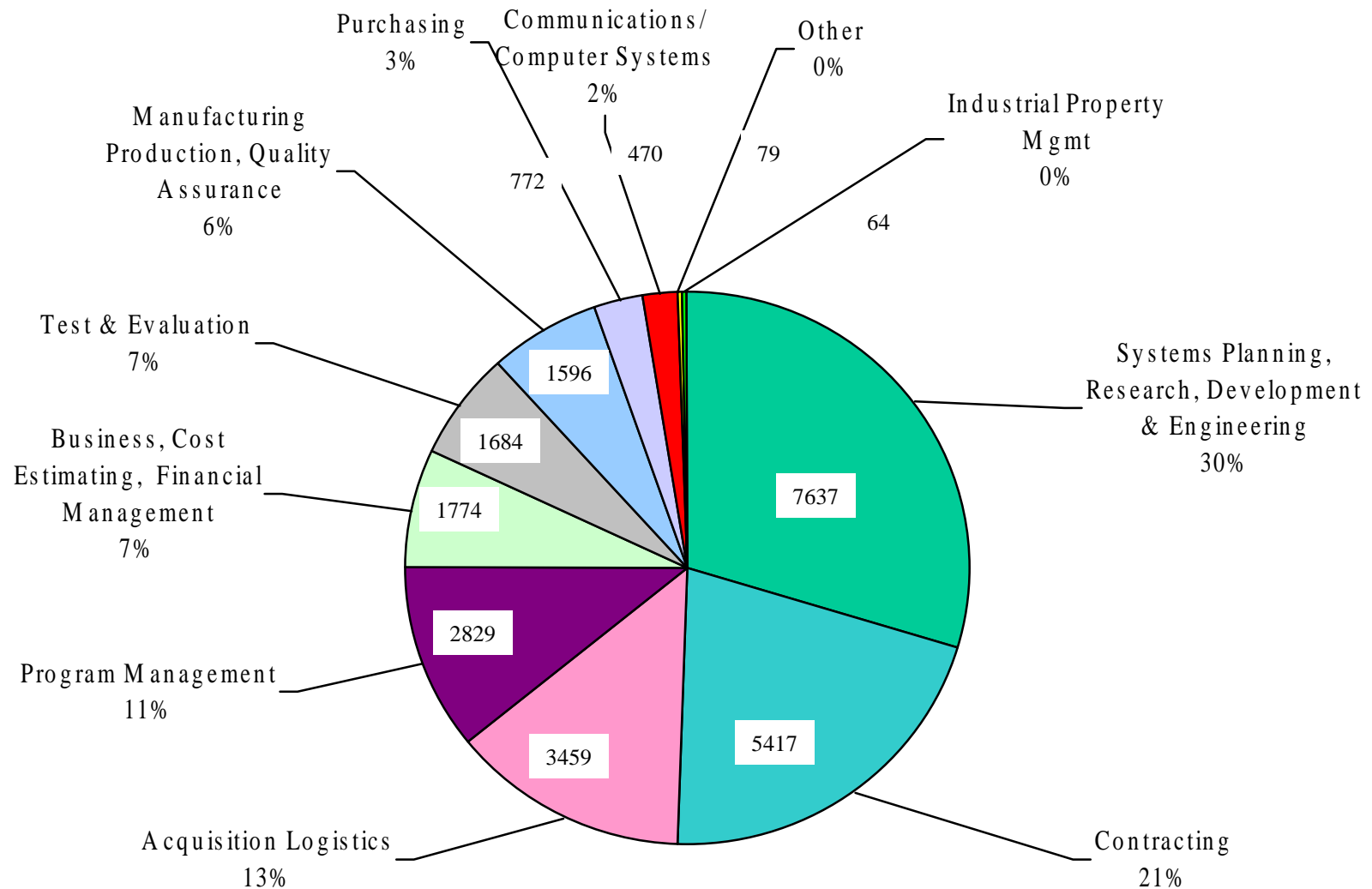
A	PROGRAM MANAGEMENT
R	COMMUNICATIONS/COMPUTER SYSTEMS
C	CONTRACTING
E	PURCHASING/PROCUREMENT ASSISTANT
D	INDUSTRIAL PROPERTY MANAGEMENT
S	SYSTEMS PLANNING, RESEARCH, DEVELOPMENT AND ENGINEERING
T	TEST AND EVALUATION ENGINEERING
H	QUALITY ASSURANCE
G	MANUFACTURING & PRODUCTION
L	ACQUISITION LOGISTICS
K	BUSINESS, COST ESTIMATING & FINANCIAL MANAGEMENT
U	AUDITING (reserved for DCAA use)

*V	PROGRAM MANAGEMENT OVERSIGHT (Reserved for RD&A use)
*X	EDUCATION, TRAINING & CAREER DEVELOPMENT

* A position category that is not a career field. DON persons filling these positions must be from one of the 11 career fields listed above the dotted line.

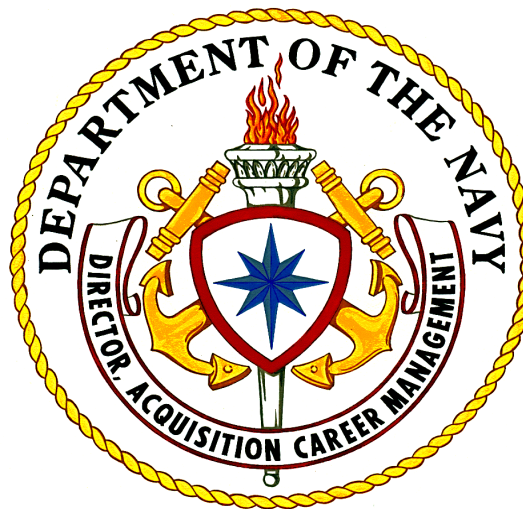
Data as of end December 1999

DON DAWIA Acquisition Workforce



Data reflects No. of Acquisition Workforce Personnel occupying acquisition-coded positions

DAWIA MANAGEMENT



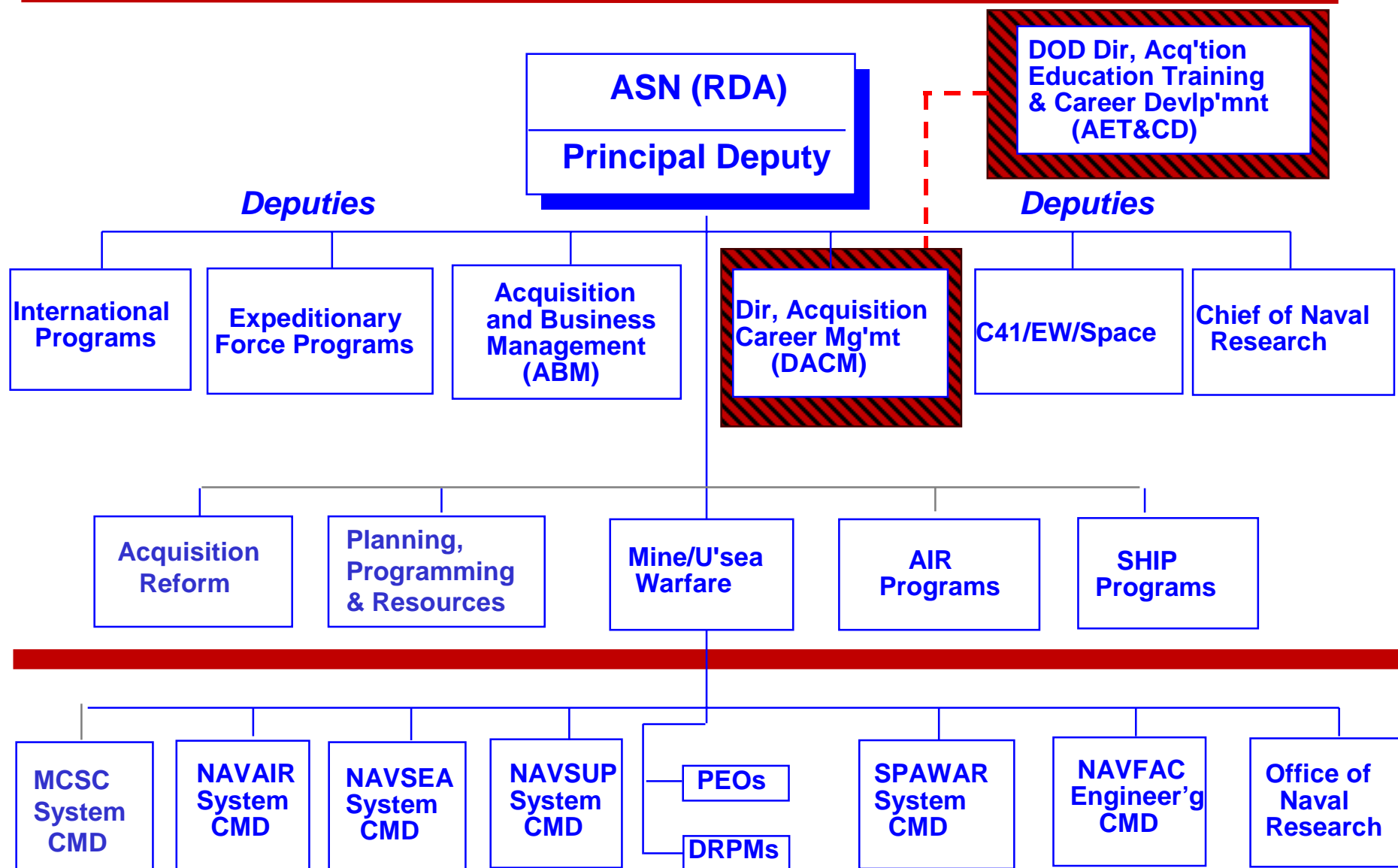
DAWIA MANAGEMENT POLICIES

The Secretary of Defense shall establish policies and procedures for the effective management (including Accession, Education, Training and Career Development) of persons serving in acquisition positions in the Department of Defense.

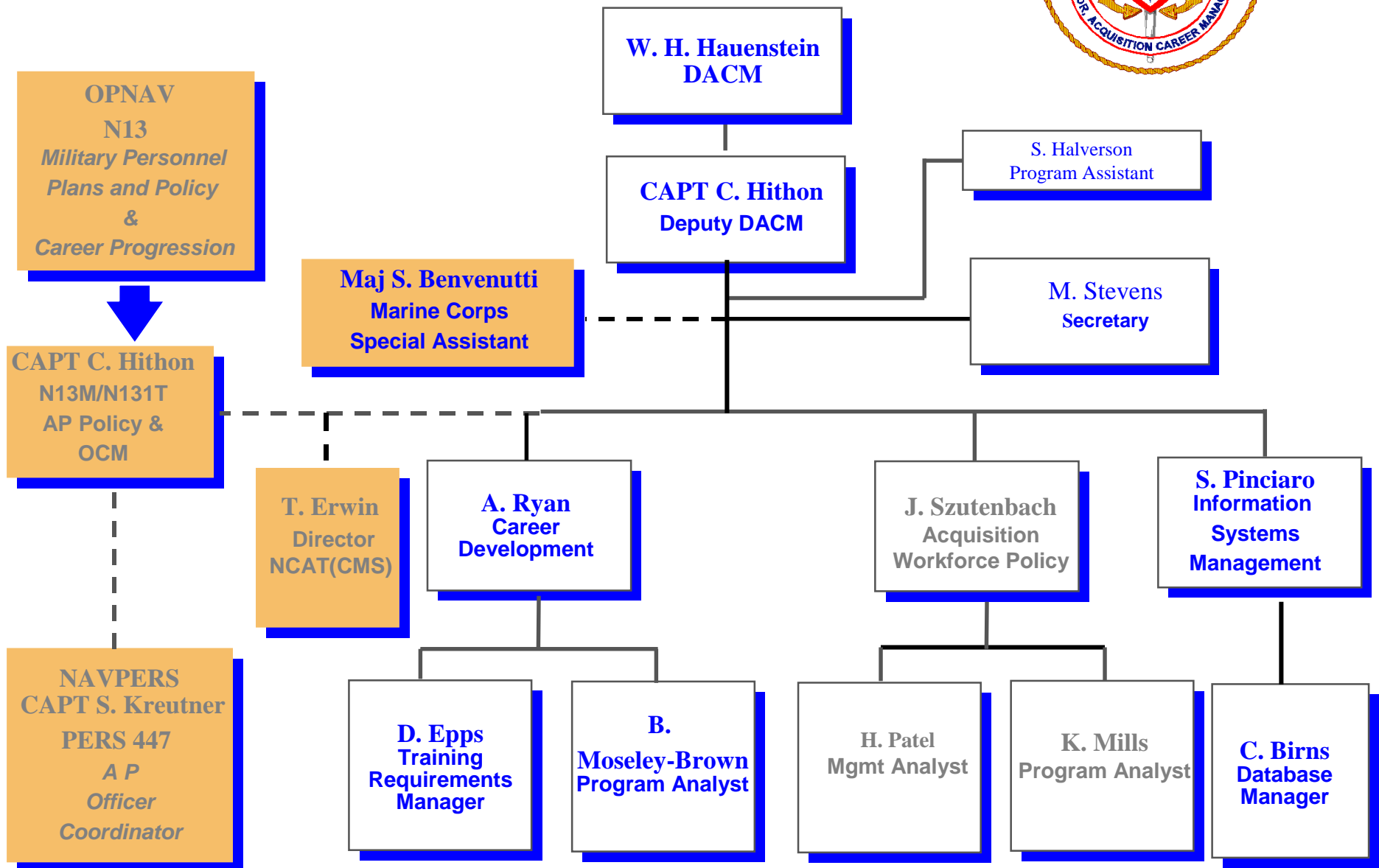
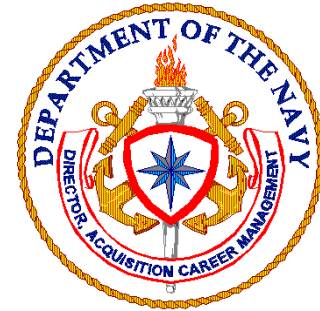
The Secretary shall ensure that, to the maximum extent practical, acquisition workforce policies and procedures established are uniform in their implementation throughout the Department of Defense.

PL 101-510

ASN (RDA) ORGANIZATION



DON DACM Organization



ACQUISITION REQUIREMENTS GOAL

- ➡ Certified to Position Level**
- ➡ APC Member**
- ➡ Remain Current in Acquisition Training and Education**

WHAT IS CERTIFICATION ?

Process used to determine that you meet the mandatory standards established for your position - no certification “grandfathering”

Certification Level I, II, or III has been assigned to each designated acquisition position

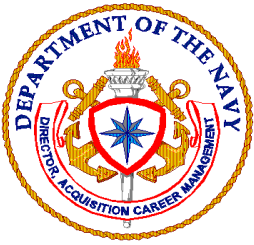
Certification requirements for each level in each career field are based on:

- Education**
- Training**
- Experience**

DAU catalog identifies requirements (dacm.secnave.navy.mil)

NFESC Port Hueneme

SPRDE	LEVEL 1	1
SPRDE	LEVEL 2	142
SPRDE	LEVEL 3	161

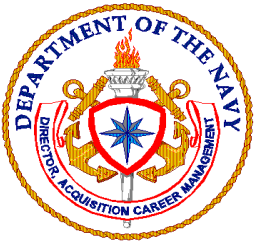


SLC Port Hueneme Certification Statistics

(Data as of 30 Apr 2000)

Career Field	Civilian/ Military	LEVEL I			LEVEL II			LEVEL III			TOTAL		
		Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
BCEFM	Civilian	0	0	0.0%	1	0	0.0%	0	0	0.0%	1	0	0.0%
CON	Civilian	0	0	0.0%	24	23	95.8%	14	9	64.3%	38	32	84.2%
CON	Military	2	1	50.0%	2	2	100.0%	1	1	100.0%	5	4	80.0%
Logistics	Civilian	0	0	0.0%	6	6	100.0%	6	6	100.0%	12	12	100.0%
Purchasing	Civilian	0	0	0.0%	1	1	100.0%	0	0	0.0%	1	1	100.0%
SPRDE	Civilian	0	0	0.0%	5	2	40.0%	7	6	85.7%	12	8	66.7%
TOTAL		2	1	50.0%	39	34	87.2%	28	22	78.6%	69	57	82.6%

Military	2	1	50.0%	2	2	100.0%	1	1	100.0%	5	4	80.0%
Civilian	0	0	0.0%	37	32	86.5%	27	21	77.8%	64	53	82.8%

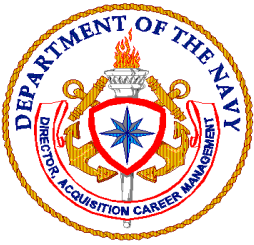


EFA Northwest Certification Statistics

(Data as of 30 Apr 2000)

Career Field	Civilian/ Military	LEVEL I			LEVEL II			LEVEL III			TOTAL		
		Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
CON	Military	7	3	42.9%	2	2	100.0%	2	1	50.0%	11	6	54.5%
TOTAL		7	3	42.9%	2	2	100.0%	2	1	50.0%	11	6	54.5%

Military	7	3	42.9%	2	2	100.0%	2	1	50.0%	11	6	54.5%
Civilian	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%

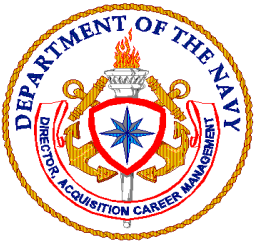


Southwest Division Certification Statistics

(Data as of 30 Apr 2000)

Career Field	Civilian/ Military	LEVEL I			LEVEL II			LEVEL III			TOTAL		
		Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
CON	Civilian	8	3	37.5%	236	213	90.3%	63	60	95.2%	307	276	89.9%
CON	Military	10	2	20.0%	3	3	100.0%	6	5	83.3%	19	10	52.6%
IPM	Civilian	0	0	0.0%	1	0	0.0%	0	0	0.0%	1	0	0.0%
Purchasing	Civilian	0	0	0.0%	18	7	38.9%	0	0	0.0%	18	7	38.9%
SPRDE	Civilian	19	0	0.0%	153	0	0.0%	74	0	0.0%	246	0	0.0%
TOTAL		37	5	13.5%	411	223	54.3%	143	65	45.5%	591	293	49.6%

Military	10	2	20.0%	3	3	100.0%	6	5	83.3%	19	10	52.6%
Civilian	27	3	11.1%	408	220	53.9%	137	60	43.8%	572	283	49.5%

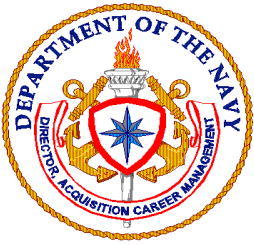


Pacific Division Certification Statistics

(Data as of 30 Apr 2000)

Career Field	Civilian/ Military	LEVEL I			LEVEL II			LEVEL III			TOTAL		
		Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
CON	Civilian	4	4	100.0%	110	106	96.4%	20	20	100.0%	134	130	97.0%
CON	Military	0	0	0.0%	3	3	100.0%	5	3	60.0%	8	6	75.0%
SPRDE	Civilian	0	0	0.0%	147	0	0.0%	68	0	0.0%	215	0	0.0%
TOTAL		4	4	100.0%	260	109	41.9%	93	23	24.7%	357	136	38.1%

Military	0	0	0.0%	3	3	100.0%	5	3	60.0%	8	6	75.0%
Civilian	4	4	100.0%	257	106	41.2%	88	20	22.7%	349	130	37.2%



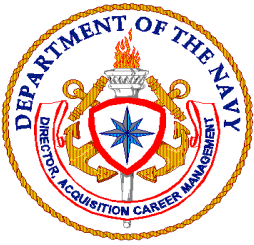
EFA West

Certification Statistics

(Data as of 30 Apr 2000)

Career Field	Civilian/ Military	LEVEL I			LEVEL II			LEVEL III			TOTAL		
		Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
CON	Military	2	1	50.0%	2	2	100.0%	2	2	100.0%	6	5	83.3%
TOTAL		2	1	50.0%	2	2	100.0%	2	2	100.0%	6	5	83.3%

Military	2	1	50.0%	2	2	100.0%	2	2	100.0%	6	5	83.3%
Civilian	0	0	0.0%	0	0	0.0%	0	0	0.0%	0	0	0.0%



PWC Pearl Harbor Certification Statistics

(Data as of 30 Apr 2000)

		LEVEL I			LEVEL II			LEVEL III			TOTAL		
Career Field	Civilian/ Military	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified	Total Workforce	Total Certified	% Certified
CON	Military	4	2	50.0%	6	5	83.3%	3	2	66.7%	13	9	69.2%
Purchasing	Civilian	0	0	0.0%	4	4	100.0%	0	0	0.0%	4	4	100.0%
SPRDE	Civilian	0	0	0.0%	108	0	0.0%	12	0	0.0%	120	0	0.0%
TOTAL		4	2	50.0%	118	9	7.6%	15	2	13.3%	137	13	9.5%

Military	4	2	50.0%	6	5	83.3%	3	2	66.7%	13	9	69.2%
Civilian	0	0	0.0%	112	4	3.6%	12	0	0.0%	124	4	3.2%

ACQUISITION PROFESSIONAL COMMUNITY



Civilians: Application Through Command Chain



Must Meet Specific Requirements for:

- Grade: GS-13/0-4 or Above**
- Education: College Degree with either 24/12 Business credit hours**
- Training: Complete Level II or III DAWIA Requirements**
- Experience: 4 years in Acquisition Position**

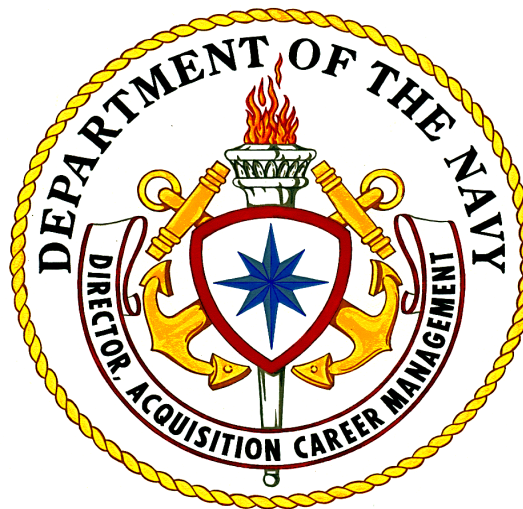


Once APC You Are in Workforce Even if Billet Not Coded

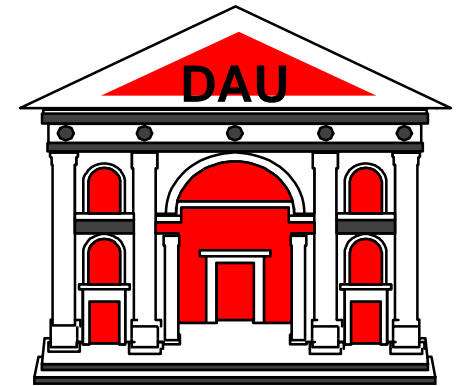


APC Certificates

DAWIA TRAINING



Acquisition Education/ Training Program



CAREER

MANAGEMENT SITE (CMS)

- *Centralized registration and class assignment (about 10,000 per annum)*
- *Centralized funding for student travel & per diem*
- *Acquisition Intern Program*

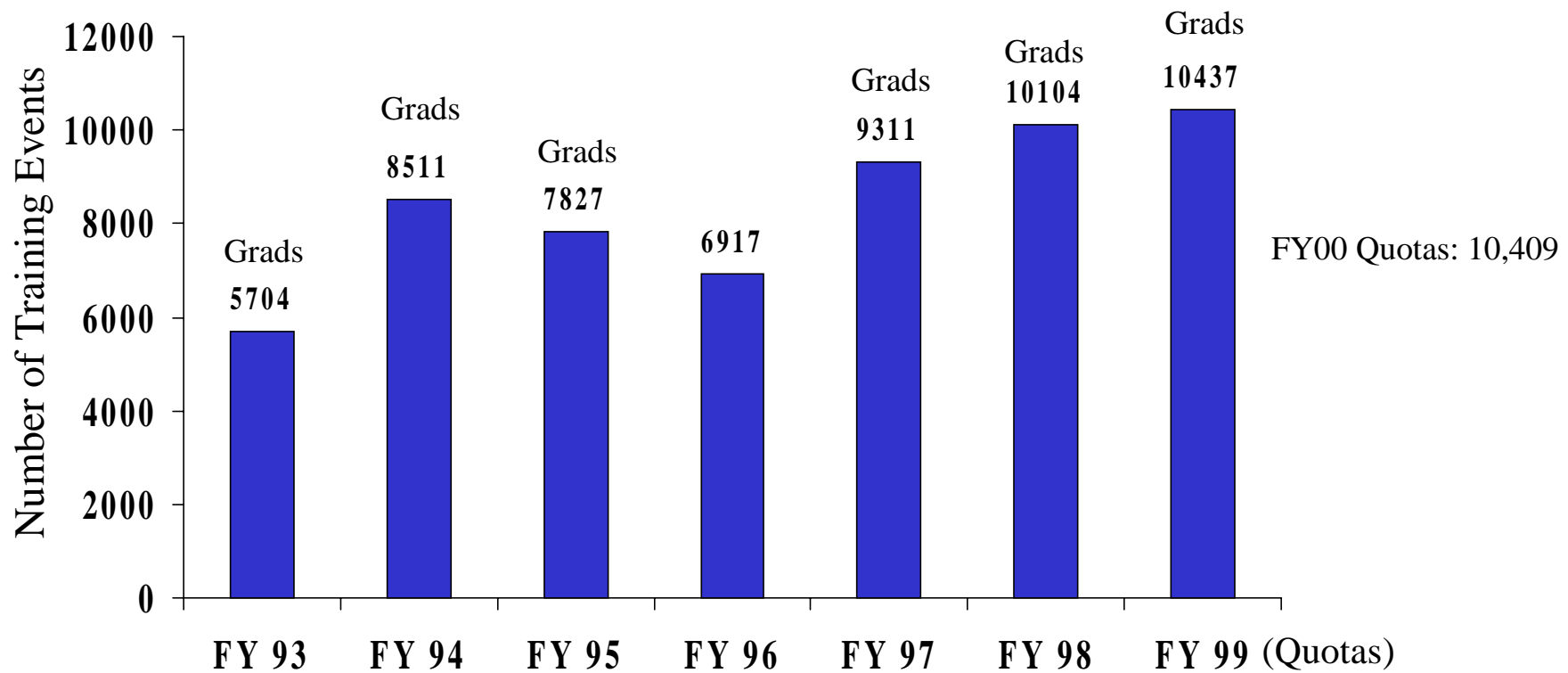
OTHER:

- *Tuition assistance*
- *Defense Acquisition University (DAU)*
- *Continuous Learning*

TRAINING

- ➡ **Training Required for All Levels in All Career Fields**
- ➡ **Various Methods of Meeting Training Requirements:**
 - **DAU courses - on-site/consortium schools**
 - **Certified equivalent courses**
 - **Approved college courses**
 - **Distance/Technology-based learning**
 - **Fulfillment**
- ➡ **Register on-line at www.register-now.cms.navy.mil**
- ➡ **Travel and Per Diem Covered by DOD, If in Workforce**

DAWIA Mandatory Courses





Register-Now “The New Look”

System Highlights:

- Automates training request screening process
- Assigns student priority
- *Requires supervisor action to approve requests*
- Enhances communication between DON registrar, student and supervisor
- Automates cancellation process
- Improves travel management

Implementation: July 00

Distance Learning

- DAU Goal: Review all courses & incorporate technology where appropriate by end FY00
- Delivery Modes: Satellite, CD ROM, Web-Based, Classroom, Hybrid (part web/part class)
- Benefits:
 - Saves time/money
 - Greater availability of training
 - Students control location/timing of learning
 - Mechanism for continuing education using “push technology”

DISTANCE LEARNING

CURRENT STATUS OF COURSE CONVERSIONS

→ Complete

- ACQ 101 - BCF 102 - BCF 211A
- CON 237 - IRM 101 - LOG 101
- SAM 101

→ Under Development

- ACQ 201 - CON 101 - CON 243 PQM
- 201
- CON 234 - LOG 201 - LOG 203 TST 101

ACQUISITION WORKFORCE TUITION ASSISTANCE PROGRAM (AWTAP)

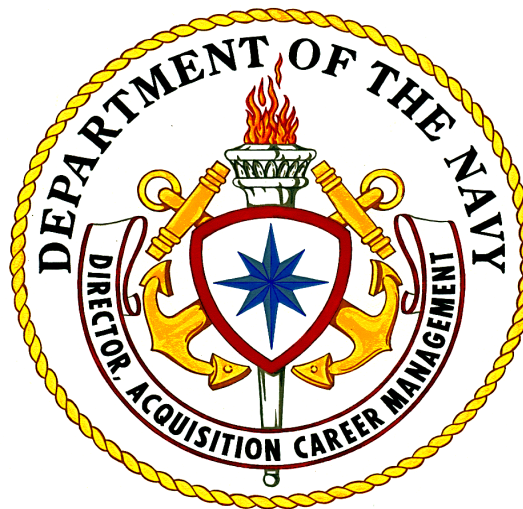
Supports DAWIA education requirements

- Baccalaureate for GS-14 and above
- 24 hours business credit for contracting personnel or Acquisition Professional Community (APC) Membership
- Acquisition-related degrees, (i.e., business, engineering, or logistics)

\$1.5M (average) per year

2000+ courses funded

ACQUISITION INTERN PROGRAM



NAVAL ACQUISITION INTERN PROGRAM

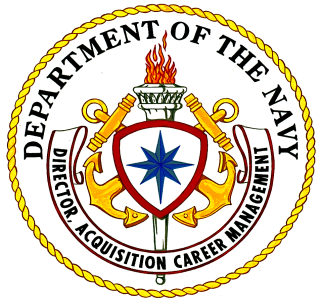
OVERVIEW

- **3 Year Program**
- **GS-7 Entry; GS-11 Target Exit Grade**
- **6 Career Fields**
 - **Acquisition Logistics**
 - **Communications/Computer Systems**
 - **Contracting**
 - **Systems Planning, Research, Development
& Engineering**
 - **Test and Evaluation**
 - **Business, Cost Estimating & Financial Management**



ACQUISITION INTERN CAREER FIELDS

CONTRACTING:	291
ACQUISITION LOGISTICS:	183
SYSTEMS PLANNING, RESEARCH, DEVELOPMENT & ENGINEERING:	114
BUSINESS COST ESTIMATING & FINANCIAL MANAGEMENT	35
MANUFACTURING, PRODUCTION AND QUALITY ASSURANCE:	5
COMMUNICATIONS/COMPUTER SYSTEMS:	17



ACQUISITION INTERN PROGRAM

NAVAIR	222
NAVSEA	108
SPAWAR	52
NAVSUP	153
NAVFAC	37
MARCOR	23
SSP	8
ONR	6
MSC	9
OSP	18
NCCA	6
IPO	3
TOTAL	645

CONTINUOUS LEARNING POLICY

- ➔ Civilian and Military assess training, education & professional development needs annually and, with supervisor, plan to meet certification standards and then participate in continuous learning activities
- ➔ Certification comes first
- ➔ 80 hours every 2 years